
United States Olympic Committee

Audit Division



Report for:
USA Team Handball

Follow-up on:
SafeSport Audit

Dated:
January 22, 2018



January 22, 2018

Mike Cavanaugh
Chief Executive Officer
USA Team Handball

Dear Mike,

During the second and third quarter of 2017, Baker Tilly Virchow Krause (Baker Tilly) performed a SafeSport audit of USA Team Handball (USATH). The purpose of the follow-up review is to report on the status of recommendations from the SafeSport audit of USATH dated October 2017. Our methodology was limited to communication with USATH and a review of various policies provided by the organization. The Audit Division did not perform additional audit work to verify action was taken. However, SafeSport will be tested during the routine audit process going forward.

The review found that three of the recommendations were implemented and are considered closed. The remaining recommendation is considered in process as USATH is working to ensure all required individuals are compliant. The USOC will continue to follow-up on the recommendation that is in process.

We thank you and your staff for assisting in the follow-up review.

Sincerely,

Bridget Toelle, CPA, CIA
Senior Director, Audit

Ellen Senf
Staff Auditor

cc: Scott Blackmun Bob Djokovich
Rick Adams
Gary Johansen
Chris McCleary



SafeSport Follow-up Report

USA Team Handball

Follow-up Status	Recommendation	Management Response	Follow-up Action
Implemented	<p>USATH must update all applicable SafeSport-related documentation and administrative materials to define and specifically prohibit the six types of prohibited misconduct identified in the Athlete Safety Standards.</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. USA Team Handball had a Board meeting on September 26, 2017 and received Board approval for revised SafeSport documentation, including SafeSport Policies and Procedures, which will be shared with the USOC, placed on our website, and sent to all coaches, referees, National Team athletes, Board members, Committee Chairs, staff and clubs.</p>	<p>USATH revised its policy, effective September 26, 2017, to address the recommendation.</p>
In Process	<p>USATH must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background checks and education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards. USATH must consistently track and verify criminal background checks and education and training requirements are met for all Required Individuals. USATH should review the testing results and require all necessary individuals to complete the necessary requirements (i.e., criminal background check and/or education and training).</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. USA Team Handball phased in SafeSport compliance and started with background checks for all of our National Team Coaches and on-line certification for SafeSport Education. In 2017 USA Team Handball expanded the groups needing SafeSport Education to all staff, referees and club coaches. In 2018 USA Team Handball will again expand the groups needing background checks and SafeSport Education to include club coaches, referees, staff, National Team pool, Board and key volunteers. USA Team Handball feels that our phasing and expanding pool approach works for our NGB and our goal is to be totally</p>	<p>USATH is working to ensure all required individuals are in compliance by May 17, 2018.</p>

		compliant with USOC and SafeSport expectations.	
Implemented	<p>USATH's SafeSport policy must require that individuals it formally authorizes, approves, or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes complete criminal background checks and education and training requirements in a timely manner and before they have contact with athletes to provide assurance that they are educated on the requirements of the Athlete Safety Standards.</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. USA Team Handball phased in SafeSport compliance and started with background checks for all of our National Team Coaches and on-line certification for SafeSport Education. In 2017 USA Team Handball expanded the groups needing SafeSport Education to all staff, referees and club coaches. In 2018 USA Team Handball will again expand the groups needing background checks and SafeSport Education to include club coaches, referees, staff, National Team pool, Board and key volunteers. USA Team Handball feels that our phasing and expanding pool approach works for our NGB and our goal is to be totally compliant with USOC and SafeSport expectations.</p>	<p>USATH revised its policy, effective September 26, 2017, to address the recommendation.</p>
Implemented	<p>USATH must update their SafeSport-related documentation and administrative materials to include the policy applies to USATH's employees and athletes the NGB designates for the USADA required testing pool (RTP). For example, the following language could be used in place of the current policy language, "The policy shall apply to (1) NGB employees; (2) athletes the NGB designates for the USADA required testing pool (RTP); and (3) individuals the NGB formally authorizes, approves or appoints (a) to a position of authority over, or (b) to have frequent contact with athletes."</p>	<p>We agree with the condition and recommendation and will respond to the USOC with a detailed plan to ensure compliance with the current NGB Athlete Safety Policy. USA Team Handball had a Board meeting on September 26, 2017 and received Board approval for revised SafeSport documentation, including SafeSport Policies and Procedures, which will be shared with the USOC, placed on our website, and sent to all coaches, referees, National Team athletes, Board members, Committee Chairs, staff and clubs.</p>	<p>USATH revised its policy, effective September 26, 2017, to address the recommendation.</p>